

17. Research on Korean Occupational Index for Career and Employment Service (2018)

Research 2018

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The purpose of this 10-year annual study—consisting of one year of preliminary study, and three 3-year survey cycles—is to develop, survey, and analyze the Korean Occupational Index (KOI) to quantify the opinions of the workers on their current occupation, with the ultimate goal of providing relevant occupational information and policy recommendations.

In the 2016 preliminary study, the KOI was revised to consist of 41 basic occupational indicators, which aggregate into eight areas: entry qualifications and requirements for employment, job characteristics, job competency, working conditions, income, employment stability, employment prospects, and occupational value. In the first survey cycle, which spans from the year 2017 to 2019, a total of 399 unit occupations by the Korean Standard Classification of Occupations (KSCO) would be surveyed. In the 2017 study, the KOI was further revised to include 18 target-group occupational indicators, which are related to the employment of five target groups: high school graduates, college graduates who majored in fields with low employment rate, returnees to the workforce after a career break, and elderlies. Using the basic occupational indicators and target-group occupational indicators, a total of 6,480 employees currently working across 162 unit occupations in the fields of natural sciences, engineering, and manufacturing were surveyed.

The 2018 study used the same KOI with an additional question for one of the basic occupational indicators: the change in the employment, and business opportunity with the improvement of the South and North Korea relationship. This study surveyed a total of 5,416 current workers in 133 unit occupations in the fields of humanities, social sciences, and arts.

The results of this year's KOI were examined to provide three occupational information: 1) the current condition of each occupation in comparison to other occupations, and the prospect of each occupation in comparison to its present condition; 2) suitable occupations

and their characteristics for each of the five target groups; and 3) three issues in the workforce: the advances in science and technology and its impact on the labor market, the effect of entry qualifications on job compensation, and the effect of personal characteristics, income, working conditions, and job characteristics on work-life balance.

We further explored the KOI to suggest several policy recommendations on strengthening employment for the target groups, expanding career education opportunities in preparation for the future society, and improving the working conditions and the structure of the labor market.